

20 NOV 1974

MEMORANDUM FOR: Deputy Director for Administration
ATTENTION : Career Management Officer/DDA
SUBJECT : Promotion and Ranking Criteria of Medical
Career Subgroup

As requested, following is a statement of criteria
that have been followed for promotion and ranking in the
Medical Career Subgroup.

One procedure has been used for promotion and ranking.
Different procedures have, however, been used for our
different professional categories which, as we have suggested
previously, are in effect separate "sub-subgroups." There
is no basis, for example, for evaluating/ranking Medical
Officers along with Medical Technicians, and these categories
have always been considered separately.

a. Medical Officers

Medical Officers are competitively evaluated
by Panel A of the Medical Career Subgroup according
to the following general criteria:

- (1) Performance
- (2) Qualifications
- (3) Length of service
- (4) Value to the Agency

No more specific criteria are established. Each
member of the assembled Panel lists the Medical
Officers of the grade being evaluated in an ordinal
sequence. The sequences are then compared and any
striking differences are discussed and normally
resolved. The sequences are then "averaged" and
a rank order is agreed to.

b. Medical Technicians

Panel C conducts evaluations of Medical Technicians
according to a more detailed criteria, a copy of which

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is attached (these criteria are presently under consideration for revision). Each member of Panel C determines his total point value for the individual being evaluated. Evaluations are then discussed, any striking differences are normally resolved, and a consensus rank order is agreed to.

JOHN R. TIETJEN, M. D.

JOHN R. TIETJEN, M. D.
Director of Medical Services

Attachment

STATINTL

OMS/Ex0/ [REDACTED] (29Nov74)

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